

Message Text

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ACTION EA-14

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NSAE-00 RSC-01 SIL-01 L-03 DODE-00 PA-04 USIA-15

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P 290920Z JUL 74

FM AMEMBASSY VIENTIANE

TO SECSTATE WASHDC PRIORITY 0162

C O N F I D E N T I A L VIENTIANE 5903

E.O. 11652: GDS

TAG FC PINR, AFSP, LA

SUBJECT: STRIKE OF CONTRACTUAL EMPLOYEES

REF: VIENTIANE 5881, 5837, 5825

1. ALTHOUGH VIENTIANE 5881 MENTIONED THAT UNIVERSAL AMERICAN ENTERPRISE EMPLOYEES WOULD AGREE TO DEFER NEGOTIATIONS UNTIL MONDAY, JULY 29, THERE WERE SUFFICIENT INDICATIONS EARLY JULY 27 TO CALL FOR IMMEDIATE SETTLEMENT ATTEMPT.

2. LEADERS OF GUARD FORCE STRIKERS WERE SEEN IN GSO COMPOUND ENCOURAGING LEADERS OF UAE STRIKERS, AND ELECTRICAL GENERATOR OPERATORS APPEARED VERY IMPATIENT. ALSO, STUDENT ADVISORS TO GUARD STRIKERS HAD INVITED THEMSELVES AS ADVISORS TO UAE STRIKERS, CONSEQUENTLY EMBASSY PREFERRED TO COOL DOWN ATMOSPHERE AT EARLY STAGE RATHER THAN PERMIT STUDENTS TO FURTHER STIMULATE STRIKERS' DEMANDS.

3. PROVENCHER MET SATURDAY MORNING JULY 27 WITH AMERICAN MANAGER OF UAE AND STRIKERS DELEGATION OF FOUR EMPLOYEES TO NEGOTIATE TERMS AS LISTED BELOW:

A. ADJUSTMENTS MATCHING THOSE RECENTLY GRANTED ALL MISSION LOCAL PERSONNEL WILL BE IMPLEMENTED EFFECTIVE 1 AUGUST 1974.

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B. REVISION OF UAE/EMBASSY MAINTENANCE SERVICE CONTRACT, AND

UAE/EMPLOYEE CONTRACTS REFLECTING NEW WAGE AND FRINGE BENEFITS
WILL BE COMPLETED BEFORE 1 AUGUST.

C. LAOS LABOR CODE WILL SERVE AS BASE FOR DISPUTES SETTLEMENT.

D. DAYS OFF AND LOCAL HOLIDAYS AS CALLED FOR IN LAOS LABOR CODE
WILL BE DESCRIBED IN CONDITIONS OF EMPLOYEMENT.

E. CONTRACTOR TO PROVIDE INSURANCE FOR JOB-RELATED INJURIES.
(THIS COVERAGE ALREADY EXISTED BUT WORKFORCE WAS NOT INFORMED
BY AMERICAN CONTRACTOR).

F. DOUBLE TIME FOR WORK AFTER MIDNIGHT WHEN CALLED IN FOR
EMERGENCIES.

G. SATURDAY AND SUNDAY ABSENCES CAN BE APPROVED IF CHECKED XB
WITH MANAGEMENT BEDHREHAND.

H. NO REPRISALS ON THE PART OF MANAGEMENT FOR VOLUNTARY OR IN-
VOLUNTARY PARTICIPATION IN THE JULY 24/25 STRIKE.

I. TERMINATION OF EMPLOYMENT TO BE BASED ON CONDITIONS STIP-
ULATED IN WIOS LABOR CODE.

4. FOR DEPARTMENT'S INFORMATIO, ALTHOUGH CONTRACTUAL RELA-
TIONSHIP BETWEEN UAE MANAGEMENT AND ITS EMPLOYEES IS DIRECT,
AND EMBASSY HAS AN "ARM'S LENGTH" RELATIONSHIP WITH CONTRACTOR,
U.S. MISSION IS FULLY RECOGNIZED AS ORGAN WHICH MUST FUND CONTRACT
AND AGREE ON BASIC TERMS. EMBASSY THEREFORE HAD TO ACT AS CON-
CILIATION BODY THROUGHOUT PERIOD OF DIFFICULTIES.

5. EMBASSY WILL REPORT SEPARATELY ON INCREASE COST FACTORS
TO EA/EX THROUGH CUSTOMARY PROCEDURES.
WHITEHOUSE

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